

**AGREEMENT
BETWEEN
THE CITY OF ALBUQUERQUE
AND
ALBUQUERQUE CLERICAL AND TECHNICAL EMPLOYEES**

**Affiliated With The American Federation
of State, County, and Municipal Employees
(AFSCME, Local 2962, AFL-CIO, CLC)**

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SECTION 1. PREAMBLE

THIS AGREEMENT has been made and entered into between the CITY OF ALBUQUERQUE (hereinafter referred to as the "Employer" or the "City") and AFSCME LOCAL 2962, the ALBUQUERQUE CLERICAL AND TECHNICAL EMPLOYEES, (hereinafter referred to as the "Union").

The parties agree that their respective policies will not violate the rights of any employee covered by this Agreement because of race, age, sex, creed, color, national origin, union, or non-union affiliation. Neither party will tolerate sexual harassment. The parties further agree that they will comply with the Americans with Disabilities Act, the City of Albuquerque Administrative Instruction 7-18 and the Personnel Rules and Regulations.

The general purpose of this Agreement is to provide for orderly and constructive employee relations in the public interest, and in the interest of all employees herein covered, and in the interest of the City, to maintain harmony, cooperation, and understanding between the Employer and the employees in the Unit; and to afford protection of the rights and privileges of all employees in the Unit and the Employer; and to insure the continued delivery of services to the citizens of Albuquerque.

The City, the Union, and its members agree that every effort will be made to administer and abide by this Agreement in accordance with the true intent of its terms and provisions to the end of maintaining sound labor management relations.

SECTION 2. SCOPE OF AGREEMENT

- A. This Agreement relates to the employees of the City in the designated collective bargaining unit. The parties do hereby acknowledge that this Agreement represents an amicable understanding reached by both parties as the result of negotiations of the parties as provided in the City of Albuquerque Labor- Management Relations Ordinance, or as amended.
- B. This Agreement replaces in its entirety any and all previous Agreements and represents the only Agreement of the parties hereto. Neither party has an obligation to open negotiations prior to 60 days before the expiration of this agreement however by mutual agreement the parties may open negotiations at any time.
- C. Under normal circumstances, the Union will be given prior notice of proposed changes in the City or department wide written policies that directly affect bargaining unit employees working conditions. The Union will be given no less than 5 (five) working days from the time of notice to provide input. This input period may or may not delay implementation, but may require revision or cancellation of the originally proposed policy. The parties may agree to extend time limits by mutual consent.
- D. The Union will provide input through the Office of Employee Relations or Department on changes to policies, rules, and handbooks.

SECTION 3. RECOGNITION

- A. The City recognizes the Union as the sole and exclusive bargaining representative in all matters pertaining to wages and salaries, hours, working conditions, and other conditions of employment for employees in the Unit described in this "Agreement". The City recognizes the Union as the exclusive bargaining agent for all permanent, non-probationary, full-time and part-time pursuant to Labor-Management Relations Ordinance C-Series employees.
- B. The City agrees to identify the confidential positions in the C-Series and exclude those positions from the C-Series.
- C. This contract will take precedence over any conflicts with the Merit System Ordinance, the Albuquerque Police Department Standard Operating Procedure, Fire Department Operating Procedures, or Personnel Rules and Regulations except those provisions protected by the Labor-Management Relations Ordinance. It is understood that this contract does not supersede the City of Albuquerque Labor-Management Relations Ordinance and that the Labor-Management Relations Ordinance controls where a conflict exists.
- D. All benefits to permanent part-time non-probationary employees will be on a prorated basis.

SECTION 4. DUES CHECKOFF

- A. During the life of this Agreement and upon receipt of a voluntary authorization for dues deduction card, the City will deduct, from the pay of each employee who has executed an authorization card, membership dues levied by the Union in accordance with its constitution and by-laws.
- B. Employees promoted to a position outside the bargaining unit will be automatically withdrawn from Union membership by Personnel Action Form, P-1, processed by the City.
- C. Employees wishing to terminate dues deduction may do so during the first week of January and July. The Union will provide dues deduction and termination cards. Termination cards must be signed by the Union President or designated local officer, then forwarded to payroll for processing within one (1) workweek of receipt.
- D. The City agrees to forward to the Local Union all dues withheld pursuant to valid authorization cards. The Local Union shall designate in writing to the City where the dues shall be sent.
- E. The City agrees that the City Payroll Division will process the voluntary authorization for dues deduction cards by current pay period, and will notify Local Union 2962 of the new member status on the bi-weekly membership roster.
- F. The Union shall indemnify, defend and save the City harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or as a result of any conduct taken by the City for the purpose of complying with this section.

SECTION 5. BULLETIN BOARDS

- A. A bulletin board and space shall be furnished by the City for the posting of official Union notices and other information except religious, partisan politics, derogatory or discriminatory notices. The bulletin board will not be used to criticize the Union, any Union policies, any Union officials, management, any management policies or any management employees.

SECTION 6. WORK HOURS

- A. Traditional work schedules for full-time permanent employees will consist of forty (40) hours per week, eight consecutive (8) hours per day on five (5) consecutive days; or ten consecutive (10) hours per day, on four (4) consecutive days.
- B. Non-traditional work schedules may be implemented for full-time, permanent employees only after the potentially affected employees and the Union has been allowed to review, and to provide input concerning the proposed changes.
- C. All bargaining unit employees will be provided the opportunity to work a complete workweek. When temporary conditions are such that normal duties cannot be performed as a result of a lack of equipment or work, alternative duties of benefit to the department shall be assigned to affected employees. The alternate duties shall be within the employees bargaining unit. On a voluntary basis, by mutual agreement between the employees and the supervisor, the employee may utilize accrued vacation or leave without pay. Nothing in this section shall be construed to preclude actions under the Layoff and Recall Section. Concerns over alternate duties will be addressed through the Office of Employee Relations and with Local 2962 President or designee.
- D. The City and the Union agree to meet and confer at the request of either party, to identify areas where flex timework schedules may be implemented to benefit both the employees and the requirements of the City for productivity. In accordance with this subsection, upon the identification of areas where flex work schedules are to be implemented the City and the Union will meet and confer at the request of either party to ensure the transition.
- E. Breaks: Employees shall receive one fifteen-minute rest period during each four consecutive hours worked. The rest period shall normally be taken in the middle of each four-hour period. Rest periods may not normally be postponed or accumulated.
- F. Permanent part-time employees are employees who normally work not less than 20 and not more than 40 hours per week. A part-time schedule shall be either half-time (40-hours per pay period) or three-quarter time (60 hours per pay period). The City may flex the hours of a part-time employee within the pay period, provided, however, that the part-time employee's hours are not less than 20 or more than 40 in any work week.

SECTION 7. OVERTIME

- A. As a condition of employment, employees may be required to work overtime. Overtime work is generally discouraged. Employees shall be paid at the rate of time and one-half (1-1/2) for all hours worked in excess of forty (40) hours per week.
- B. For the purpose of computing overtime, paid leave will be considered time worked.
- C. Employees required to work on holidays will be paid regular holiday pay plus time and one-half (1-1/2) for the hours actually worked.
- D. A meal period of thirty (30) minutes on non-pay status shall be offered to employees required to work more than two (2) hours beyond their regular shift.
- E. In case of a declared emergency by the Mayor or CAO, employees will work as assigned.
- F. Each section, or division where sections do not exist, shall maintain a class seniority list in descending order where the most senior employee is listed first. If overtime is required in a division or section, the division manager or section head shall schedule overtime to employees on the basis of seniority in classification, unless the division manager or section head determines in good faith that the overtime assignment requires specific job skills/license/experience that warrant the assignment of an employee who may not be the most senior. Qualified employees shall be offered overtime work on a rotational basis from the seniority list. The first employee on the list shall be the first to be offered overtime. If any employee declines the overtime, the subsequent employee on the list shall be offered the overtime until all employees on

the list have been offered the opportunity to work overtime. If all employees on the list decline overtime work, the division manager or section head shall assign overtime on a rotational basis in reverse order of the class seniority list.

- G. Only those overtime work assignments, which overlap the end of a work shift, will first be assigned to the employees who are performing the work at the end of the regular shift. All other overtime will be administered in accordance with Subsection F.
- H. Employees who decline to work two (2) voluntary overtime assignments during a calendar quarter may be removed from the voluntary overtime list for the duration of the quarter at the discretion of management. Disputes regarding the removal of an employee from the voluntary overtime list will be addressed through the Office of Employee Relations for resolution.

SECTION 8. LUNCH PERIODS

- A. The City shall give each employee a lunch break of at least thirty (30) minutes but not to exceed one hour on non-pay status for each work shift of eight (8) or more hours.
- B. The lunch period shall occur approximately midway during the work shift. When a scheduling conflict arises, supervisors will assign lunch periods by seniority except during an emergency or unusual situation. The daily lunch schedule will be posted. Employees will not remain at their workstation (i.e. desk) during this lunch break as described above.
- C. In essential service positions, management may provide a paid lunch period requiring employees to remain at their workstations.

SECTION 9. WORK SHIFTS

- A.
 - 1) Any employee regularly assigned to the swing or graveyard shift is entitled to shift differential pay.
 - 2) Any shift, which begins between the hours of 3:30 am, to 11:29 am, shall be considered the day shift.
 - 3) Any shift, which begins between the hours of 11:30 am, and 7:29 pm, shall be considered the swing shift, and shall be paid swing differential pay.
 - 4) Any shift, which begins between the hours of 7:30 pm, and 3:29 am, shall be considered graveyard shift, and shall be paid graveyard shift differential pay.
 - 5) Shift differential shall be paid on the basis of the employees regularly assigned/designated shift. This shall not be affected by temporary changes in work shifts.
- B. Shift-days off will be bid for by seniority within classification within the given work unit, provided management may require that one-half (1/2) of the unit be made up of employees with at least one (1) year experience.
- C. No employee shall be required to work two complete consecutive shifts or the majority of the second shift, without the equivalent of one complete shift of non-work status following the second assignment.

SECTION 10. CHANGE IN WORK HOURS OR WORK LOCATIONS

- A. The City and the Union recognize the employee's need for advance notification for changes in work locations/hours to accommodate problems with childcare and/or transportation. The following time requirements shall be considered as minimum:

A permanent change in work hours/locations shall require a 120-hour advance notice (to include a minimum of 3 working days) to the employee.

- B. The parties recognize that temporary changes in work hours or locations are solely intended to promote productivity, and to allow flexibility to respond to the needs of employees and management in addressing changing work place tasks. Temporary changes in work hours or locations will not exceed 30 days.
- C. A change in work locations shall be defined as a change in the actual City facility in which an employee works, and shall not include changing offices or work spaces located within the same facility.
- D. Concerns over changes in work hours/locations will be addressed through the Office of Employee Relations and with Local 2962 President or designee.

SECTION 11. STAND-BY TIME

- A. Employees assigned to standby time status shall receive four (4) hours of straight time pay for each twenty-four (24) hour period. Should an employee be unable to complete a standby assignment and another employee has to be assigned, the standby pay for that period will be pro-rated between the employees who worked the assignment.
- B. Such 24-hour period shall start at the time the employee begins his/her standby status.
- C. It shall be the responsibility of the employee placed on standby status to keep his/her supervisor informed as to where he/she can be reached. Standby time shall not be considered time worked for the purpose of computing overtime payment. It is recognized that employees on standby status who are provided pagers are not covered by this section. Employees with pagers are not paid for standby time.

SECTION 12. CALL-IN-GUARANTEE

An employee called back to work in addition to his/her normal work schedule will be guaranteed for each such call-in a minimum of two hours straight time or time and one-half for the actual hours worked, whichever is greater. This provision shall not apply if the assignment immediately follows or precedes a regular work shift. Call in time begins when the employee who was called in reports to his/her workstation.

SECTION 13. INJURY TIME

- A. Injury Time shall be applied in accordance with of the Merit System Ordinance and Personnel Rules and Regulations.
- B. Injured or disabled employees will be accommodated in accordance with Federal Law.
- C. Employees who exhaust their sick leave after using their injury leave benefit will be paid their vacation leave balance in a lump sum and may be granted leave without pay up to one year.
- D. It is understood that I-Time protects compensation at full pay (take home pay). It is further understood that each normal work hour is protected at full pay (hourly rate) up to 960 hours of protection. The I-Time protection of income, hour by hour, and Worker Compensation benefit will continue as provided by law.
- E. After exhausting Injury Time benefits, bargaining unit employees may request donated leave as provided by the Personnel Rules and Regulations..

SECTION 14. LEAVE WITH PAY

- A. Leave with pay is available for the following reasons: vacation, sickness, injury, emergency, City business, jury duty, voting, annual military service, education and the employee's birthday. Employees who work on their birthday shall receive an alternate day off that they must schedule with the approval of their supervisor within one calendar year from their actual birthday. This shall not be-calculated at time and one-half. All requests for leave will be submitted for approval on City form P-30, "Request for Leave of Absence", and will have the necessary documentation attached. Except in cases of emergency, the form P-30 must be submitted and approved in advance of the requested leave. In case of emergency, if an employee is to be absent from duty before the necessary forms have been submitted and approved,

he/she must request approval from his/her immediate supervisor within a reasonable amount of time before he/she is regularly scheduled to report for duty.

B. Holidays for the employees are as follows:

New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
President's Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
The Day After Thanksgiving Day	Fourth Friday in November
Christmas Day	December 25

1. The employee shall receive holiday pay, depending on the employee's normal work shift at his/her normal hourly rate. For the purpose of computing overtime, an employee will be credited with holiday time plus the number of hours worked
2. An employee called back to work on a holiday will receive a minimum of three hours straight time pay or time and one-half for the hours actually worked, whichever is greater, in addition to holiday pay.
3. Employees working in positions who are not normally required to work holidays may float that holiday with the approval of management. Approval to work holiday must be submitted in writing not later than 48 hours in advance of the holidays. Employees working the holiday will receive straight time pay for the time worked. Floated (Floated Holiday) time must be taken within 180 days of its accrual.
4. In filling the routine staffing requirements for holidays, the required personnel will be assigned from a roster of those employees who have indicated a desire to work on the holiday, on a rotating basis or float the holiday based on seniority in classification, by work unit, by shift and by normal workdays. If staffing requirements cannot be met from those who volunteer, then those employees who are required to work shall be assigned on the basis of reverse order of seniority, on a rotating basis, in classification by work unit, by shift and by normal workdays. Employees ordered to work may choose to float the holiday or receive the holiday as specified in paragraph B1.
5. All holidays may be designated as a floating holiday by the employee. A floating holiday is available only to those employees who are required to actually work on their holiday. Employees taking this option will accumulate "holiday time" of 1-1/2 hours for each hour worked. Records of "holiday time" will not be added to vacation balances but will be separately tabulated. Employees must use their "holiday time" within 180 days from the date it was accumulated. Employees who fail to use their holiday time within 180 days will be paid for time accumulated at time and one-half and the time will be stricken from their records. "Holiday time" cannot be converted to cash upon termination of employment.
6. If a contractually designated holiday falls on the first day of an employee's normal days off, the holiday will be observed on the previous day. If a contractually designated holiday falls on the second day of an employee's normal days off, the holiday will be observed on the following day. If a contractually designated holiday falls on the third day of an employee's normal days off, the holiday will be observed on the following day.

SECTION 15. LEAVE TO VOTE

State Law requires, under certain conditions, all employees who are registered electors be granted two hours with pay between the opening and closing of the polls to vote on all election days. Department directors must grant this time off for voting if requested by employees registered to vote. Department directors should schedule the time taken so that offices remain open during the normal working hours and the work of the department is affected as little as possible.

Departments will not grant time off with pay to any employee whose normal workday begins more than two hours after the opening of the polls, or ends more than three hours prior to the closing of the polls. Time taken off for voting can be used for no other purpose. Department directors may require an employee to prove that he/she is a registered and eligible voter.

SECTION 16. LEAVE FOR WORK OFF SITE

- A. Leave with pay may be authorized for an employee to attend official meetings where the good of the City service is involved or to conduct the City's business at a location other than the employee's normal workstation. Leave with pay may also be considered when an employee's participation is necessary for official City investigations and for court appearances when the employee's attendance is required on behalf of the City.
- B. Leave with pay may also be authorized by the Chief Administrative Officer for services or activities of an employee outside the scope of his/her employment that can reasonably be anticipated to directly or indirectly benefit the City.
- C. Leave with pay will also be granted to one Union Official to attend Labor Board and Personnel Board meetings or hearings when White Collar Union issues will be heard and when they are held during the Union Official's normal work shift. Requests for leave under this subsection must be made at least three days in advance on the appropriate form P-30, and must be approved by the Employee Relations Office.
- D. Union Stewards shall, after approval from their supervisor, be allowed reasonable time off with pay to represent employees in grievance hearings in the department in which they are employed. Union stewards shall, after approval from the Office of Employee Relations, be allowed reasonable time off with pay to represent employees in other departments with no steward currently serving. Grievants and witnesses in grievances may, after approval from their supervisor, be allowed reasonable time off with pay to participate in grievance hearings. All requests for leave under this subsection must be made as far in advance as possible on the appropriate form P-30. Such approval shall not be unreasonably withheld. Time off with pay shall not include time spent during non-working hours.
- E. The Union President, Vice-President, Chief Steward, Union Officers, or other members mutually agreed upon by the parties may be allowed reasonable time as determined by the Office of Employee Relations, during their normal working hours to handle grievances, resolve conflicts, facilitate the application of this Agreement, or assist in employee management matters. The Union shall furnish the City a list of Union representatives, and their respective jurisdictional areas. Any representation by City employees other than the designated representatives is to be performed during non-duty hours or while on vacation time. Any request for vacation time under this section must be approved in advance in accordance with City and department policies and procedures.

SECTION 17. ANNUAL AND EMERGENCY MILITARY LEAVE

Military leave with pay will be authorized for all employees, who are members of the National Guard or Air National Guard of New Mexico, or any organized reserve unit of the Armed Forces of the United States, including the Public

Health Service for a period not to exceed 120 hours in each calendar year. This leave is in addition to other authorized leave, when they are ordered to active duty training with such units.

In addition, all employees who are members of an organized reserve component may be granted leave with pay not to exceed 120 hours in each calendar year for the purpose of attending organized courses of instruction or training periods authorized such personnel. All employees called to active duty in emergencies declared by the Governor or the President for short periods of time shall be granted military leave with pay not to exceed 120 hours. A copy of orders must be attached to all requests for military leave, annual or emergency. No vacation may be taken either five (5) working days prior to or after the military leave. All parties agree to comply with Personnel Rules and Regulations and Resolution R-01-351 enacted by City Council, effective September 11, 2001.

SECTION 18. VACATION LEAVE

A. Vacation leave will accrue on a monthly basis from the date of current permanent employment. A permanent employee separating after he/she has served for one or more consecutive months shall be compensated for unused vacation, not to exceed seventy-eight (78) biweekly accruals computed to the date of separation. Vacation accumulation will be computed as of the last day of the pay period that includes December 31 each year and the excess of seventy-eight (78) biweekly accruals will be dropped from the record. No vacation leave will be granted before it is accrued. Vacation leave will not be unreasonably denied. When a legal holiday that would have been a regular work day for the employee occurs during vacation, it shall not be charged as vacation leave but as a holiday. Leave without pay may be used to supplement vacation leave up to the maximum amount of vacation utilized. Hours worked in addition to the regularly scheduled work cycle will not entitle an employee to additional benefits. In work units where staffing levels are such that employees are unable to use their vacation accruals, the City and the Union may negotiate to permit vacation sellback by Memorandum of Understanding.

B. An employee shall accrue vacation as follows

CONTINUOUS SERVICE	REGULAR WORK WEEK	ACCRUAL	ACCRUAL
1 mo. To 5 years	40 hours	3.85 hours	12.5 days (100 hours)
5 to 10 years	40 hours	4.62 hours	15 days (120 hours)
10 to 15 years	40 hours	5.54 hours	18 days (144 hours)
15 or more years	40 hours	6.16 hours	20 days (160 hours)

C. Pay for accrued vacation leave may be obtained by an employee before taking his/her vacation leave, if at least three weeks notice is given to his/her department director and the City's central Payroll Division.

D. In work units where shift work is performed, employees will be offered the opportunity during the first week of each shift bid cycle to submit vacation requests for periods of forty hours or more. These requests will be approved on the basis of seniority by classification within the work unit, and shift assignment, as staffing levels provide. Employees may only apply for vacation leave for the amount they have accrued at the time of their request. Request for vacation leave will only be approved within the current bid cycle. Within fourteen (14) calendar days, the employee will be given a written response of approval or disapproval of leave.

E. Subsequent request for vacation leave will be approved on a first come, first served basis as staffing levels permit. A response will be given in reasonable time. If two or more employees submit a request for vacation at the same time for the same time period, approval will be granted on the basis of seniority, by classification within the work unit and shift assignment, as staffing levels permit. An employee may not take vacation without prior approval of his/her supervisor.

F. In work units where shift work is not performed, vacation requests will be approved on first come, first served basis, as staffing levels permit. If two or more employees submit a request for vacation at the same time for the same time period, approval will be granted on the basis of seniority, by classification within the work unit, as staffing levels permit. An employee may not take vacation without prior approval from his/ her supervisor.

G. No employees regardless of work unit or shift will be allowed to use their seniority and bump another employee from vacation that has already been approved.

H. The parties may agree to other methods of scheduling vacation by memorandum of understanding.

SECTION 19. SICK LEAVE

This section will be administered throughout every City Department as the sole Sick Leave procedure for Clerical and Technical Employees.

- A. Upon the death of an employee, the City will pay cash to the designated beneficiary (as identified in the City's life insurance policy) for 100% of the sick leave accrued by the employee. The employee must be in an employment status that authorized the accrual of sick leave benefits.
- B. The maximum sick leave accumulation for classified employees will be, 1200 hours for a forty(40) hour workweek or a prorated amount for a regular workweek other than forty(40) hours. Sick leave shall accrue at the rate of 3.70 hours per pay period.
- C. Provided the employee has an accrued sick leave balance, sick leave may be granted for absence from duty because of personal illness, illness of a spouse, domestic partner, son, daughter, or parent as these terms are defined in Section 401.11, L. of the City of Albuquerque, Rules and Regulations. Personal illness is defined to include scheduled doctor's appointments for health examinations, evaluation and/or treatment. Doctor's appointments may require documentation.
- D. Sick leave used for the following reasons will be exempt from the personal illness as defined in the City of Albuquerque Rules and Regulations.:
 - 1. Emergency Leave: when a doctor certifies that an employee's attendance with an ill or injured dependent living in the employee's household is medically necessary.
 - 2. Hospitalization, to include out patient surgery..
 - 3. Leave taken pursuant to the Family Medical Leave Act.
 - 4. Leave taken as a reasonable accommodation pursuant to the Americans With Disabilities Act.
- C. No disciplinary action shall be taken against an employee not in compliance with Subsection, D, except in the case of a flagrant violation.
- F Employees who make false claim for sick leave, sign a certificate/statement containing a false statement, refuse to be examined by a doctor selected by the City, or fails to cooperate in any investigation by the City of their claim for sick leave shall not be entitled to any leave with pay for the time in dispute. Such actions are considered just cause for disciplinary action up to and including termination.
- G. Sick Leave Emergency may be granted for a maximum of three (3) days in case of death in the employee, spouse, or domestic partner's immediate family. An additional day may be granted for every 500 miles travel one-way from Albuquerque required to attend funeral services. Proof of the death may be required.
- H. If a holiday occurs and an employee is on sick leave the employee will be charged to holiday off.
- I. Hardship leave will be provided in accordance with the City of Albuquerque Rules and Regulations.
- J. Sick Leave Conversion

The maximum sick leave accumulation will be 1,200 hours for a forty (40) hour workweek or a prorated amount for a regular workweek other than forty (40) hours.

Employees who have reached the specified accumulation levels listed below may exercise one of the available options. The option to convert sick leave will be offered only in November of each year. Employees electing to not convert sick leave will continue to accrue sick leave up to the maximum of 1200 hours.

The following conversion formula will be used to convert accumulated sick leave:

1. Sick leave accumulated over 500 hours may be converted at:
 - a. Three (3) hours of sick leave to one (1) hour of vacation, or
 - b. Three (3) hours of sick leave to one (1) hour cash payment
2. Sick leave accumulation over 850 hours may be converted at:
 - a. Two (2) hours of sick leave to one (1) hour of vacation, or
 - b. Two (2) hours of sick leave to one (1) hour cash payment
3. Sick leave over 1,200 hours must be converted at:
 - a. Three (3) hours of sick leave to two (2) hours of vacation, or
 - b. Three (3) hours of sick leave to two (2) hours cash payment

K. Sick Leave Conversion at Retirement

An employee may convert 100% of accumulated sick leave to be applied to Early Retirement leave immediately prior to the effective date of retirement. Employees in Early Retirement are not entitled to salary increases afforded other City employees. Employees in Early Retirement are entitled to all benefits except vacation and sick leave accruals, donated leave and hardship leave.

- L. The City will evaluate the feasibility of providing health and dental insurance coverage for those employees on FMLA leave without pay on a case-by-case basis. If the City provides coverage during this period, the cost of this benefit shall be reimbursed to the City upon the employee's return to work..

SECTION 20. FAMILY MEDICAL LEAVE ACT

- A. The parties agree that the City will comply with the provisions of the Family Medical Leave Act (FMLA). Questions or concerns dealing with the FMLA will be addressed through the Human Resources Department. FMLA Leave will be administered in accordance with the current City policy implementing Federal FMLA requirements.
- B. Upon exhaustion of FMLA benefits bargaining unit employees may request donated leave as provided by the Personnel Rules and Regulations.
- C. In the event the City revises its current FMLA policy, the Union will be given input in writing, through the Office of Employee Relations, prior to implementation of the policy.

SECTION 21. JURY DUTY

Any employee who is called to serve required jury duty will be paid his/her regular pay for the employee's normal scheduled work time while serving on jury duty. The employee shall pay over to the City any fees received for jury duty unless the employee is serving jury duty on his/her normally scheduled days off.

SECTION 22. LEAVE WITHOUT PAY

- A. All requests for leave without pay require approval of the department head or his/her designee, and any request for leave without pay for two weeks or more requires approval of the Chief Administrative Officer.
- B. An employee may be granted leave without pay for a period not to exceed one year as a result of sickness or disability when certified by a medical doctor, or to run for non-City public office, or for additional vacation time, or for good and sufficient reason which the CAO considers to be in the best interest of the City.
- C. Leave without pay may be granted for the purpose of attending schools or courses when it is clearly demonstrated that the subject matter is directly job related or for the purpose of preparing himself/herself for a career within the City service. Training provided by technical, vocational trade schools and colleges approved by the Veteran's Administration will be accepted by the City under this Subsection.
- D. Employees elected or appointed to a full-time non-City public office will be granted a leave of absence to enable him/her to hold such office.
- E. Local Union officers and stewards may be allowed sufficient time off without pay for legitimate Union business such as Union membership meetings, Union conventions, conferences, workshops, etc. Upon approval, the employees shall have the option of utilizing any accumulated vacation time in lieu of taking such leave without pay. Such approval shall not be unreasonably withheld, nor shall it be considered unreasonable for management to deny such approval when in the opinion of management, production or staffing requirements are affected by such absence.
- F. The City may provide up to a one-year leave of absence for the purpose of performing Union related duties on a full-time basis.
- G. Time taken off as leave without pay in conjunction with this section shall be counted as continuous service for calculating seniority for layoff and shift days off bid. Time taken off on leave without pay for Union business will be referred back to Section 30, Seniority.

SECTION 23. MATERNITY AND PATERNITY LEAVE

- A. A female employee-who has completed probation is eligible for a leave of absence from City employment for a period of up to one year, for maternity leave, in accordance with the provisions of the City Personnel Regulations and applicable Federal and State Laws.
- B. Paternity Leave will be granted in accordance with the provisions of the Family Medical Leave Act.
- C. Leave taken by male or female employees pursuant to this section shall not be counted as personal absence sick leave usage under Section 19 of this Agreement.
- D. Departments utilizing a sick leave incentive program will not penalize the employee from participation in the incentive program while on approved Maternity and Paternity Leave under this section.
- E. Questions or concerns dealing with leave requests under this section shall be resolved by the Department of Human Resources.

SECTION 24. LAYOFF AND RECALL

- A. If it becomes necessary to have a reduction in the work force in the City, employees will be laid off in reverse order of seniority within classification. Seniority for the purposes of Layoff and Recall is defined as a full-time permanent employee with the City (date of hire) applied to the classification held. Seniority will be retained in any previously held classification.
- B. The City shall notify the Union at least thirty (30) days prior to any reduction in force. The Union will be afforded the opportunity to meet with the City to discuss the circumstances requiring the layoff and any proposed alternatives. Employees laid off due to a reduction in work force will be called back to work by classification in their seniority order.
- C. Laid off employees have the responsibility of keeping the City informed as to their correct mailing address. The City will advise the employee to be recalled by certified or registered United States Mail. A copy of such recall notice will be furnished to the President of the Albuquerque Clerical and Technical Employees Union. An employee upon receiving notice of recall, will, within seven (7) working days, acknowledge receipt by certified or registered mail advising the Director of Human Resources of the date he/she will be available for service, which available date must not be later than thirty (30) calendar days from the date the employee receives the recall notice. Employees failing to comply with this section will forfeit their recall rights. It is understood that the City will have discharged its obligation of notification to laid off employees by having forwarded the recall notice as herein outlined. Employees shall retain seniority held at time of layoff.
- D. The CAO and the Director of Human Resources Department are responsible for approving all layoffs and offering transfers or placement offers to employees facing layoff. Employees in layoff status will be terminated one (1) year from the effective date of layoff if they have not been placed or upon refusal to accept an offer of placement into a position of equal grade or comparable pay. In the event City Council passes a two (2) year time limit, all parties will agree to immediate implementation.
- E. No new employee will be hired in the C series jobs until all laid off qualified employees in the bargaining unit have been given the opportunity to return to work. Employees will be given notice of ten (10) working days prior to being placed on layoff status..
- F. An employee downgraded from one position to another, due to a reduction in the workforce, will receive a one (1) step decrease in pay for each grade decreased.
- G. Laid off employees can bid on City advertisements

SECTION 25. EMPLOYEE'S PERSONNEL FILE

- A. A copy of any material pertaining to an employee's performance or to disciplinary actions to be placed in the employee's personnel file must be presented to the employee for signature and review.
- B. All employees shall be allowed to review the contents of their personnel file during normal working hours (8:00 am, to 5:00 pm) with the exception of medical files. Reasonable requests for copies or documents in the file shall be honored and reasonable charges made for such copies.
- C. Only the file kept in the Human Resources Department will be used for interdepartmental interviews.
- D. For the purposes of interviews, working files may be viewed by departmental authorized personnel. Departmental working files will be viewed by employees upon request to their immediate supervisor at a time mutually agreeable to by both parties. Departmental working files may be purged once a year by the Division Manager or Departmental Director. For the purposes of material to be placed in an employee's personnel file, documents will be signed by the employee and management as to receipt of that document. This will only signify that the employee has read and received a copy of that document.
- E. Human Resources Department files are a permanent record of an employee's performance with the City of Albuquerque. Such files will not be purged without the authorization of the Mayor or his designee.

SECTION 26. PERFORMANCE EVALUATIONS AND/OR APPRAISALS

Any employee may review a negative performance evaluation appraisal through the chain of command up to the Department Head. An employee shall not be required to sign a negative performance evaluation appraisal.

SECTION 27. WORK ASSIGNMENTS/REORGANIZATIONS

If work assignments are to be changed as a result of reorganization and/or changes in assignment, the parties will agree to meet and confer to establish dialogue regarding the issues, and to allow the party with the concern to provide input regarding alternative solutions. If the parties are unable to reach an agreement upon a solution, the issue will be referred to the department director and the Union for final input by the Union and resolution by the department director.

SECTION 28. DISCIPLINARY ACTION

- A. In the event discipline is to be implemented, action will be initiated within ten (10) working days of the commission, omission or discovery of the act. In cases requiring lengthy investigation, disciplinary action will not be initiated until the facts have been established.
- B. A hearing shall be convened to allow the employee and his/her representative the opportunity to explain the reasons for the employee's actions or lack of action, which may result in disciplinary action other than an oral reprimand. In notifying the employee of the measure of discipline to be imposed, it is recognized that the employee has the right to have Union representation. Within 72 hours prior to the pre-determination hearing the employee and his/her representative will be allowed the opportunity to review all evidence relevant to allegations/charges against the employee. The employee may request copies of evidence. Management will make a reasonable effort to accommodate such requests, at the employee's expense.
- C. The City may discipline employees for just cause. The level of discipline shall be commensurate with the level of the infraction, taking into consideration the operational requirements of the employee's work unit. Management shall evaluate options for imposing progressive discipline prior to the issuance of written reprimands and suspensions.
- D. City management is encouraged to utilize positive corrective action as a method of aiding employees in avoiding work rule violations and assisting in employee development. Although the parties hope that such corrective action will be a positive interaction between the employee and management, it may also be used to demonstrate management's attempts to improve the employee's performance.
- E. If management has a need to correct an employee regarding the employee's conduct or to correct the handling of the employee's work it shall normally be done in private. If a problem on this issue arises, the Union shall initiate a meeting with the Office of Employee Relations to attempt to resolve the concerns at the earliest opportunity.
- F. In cases where management determines a suspension is warranted, they are encouraged to utilize the provisions of the Merit System Ordinance that allows for working suspensions of up to 5 days. Management shall determine whether or not the suspension of up to 5 days is with or without pay.
- G. Prior to the identification of discipline to be imposed by management, the employee on his/her own will be given the opportunity to prescribe his/her own discipline. If the employee's proposal is accepted by management, the issue shall be considered settled and the action shall not be grieved.
- H. Prior to the filing of an appeal the Union President/Designee shall attempt to resolve the discipline imposed. An extension of the ten (10) day time frame may be agreed upon by both parties.

SECTION 29. GRIEVANCE PROCEDURE.

- A. Nothing in this Agreement shall prevent any employee from instituting or pursuing any grievance on his/her own behalf or with the assistance of the Union, in accordance with the provisions of the Merit System Ordinance.
- B. The aggrieved employee may have Union representation at any step in the grievance process.
- C. As a condition of employment, employees are required to appear as witnesses in grievance hearings when requested by the aggrieved employee or by the City. Requests for the appearance of witnesses will be made through the Office of Employee Relations. An employee called, as a witness during working hours shall be paid at his/her regular rate of pay. The employee will be required to return to work when he/she is no longer needed as a witness.
- D. Employees called, as witnesses during time off shall be paid at straight time for the time spent at the hearing by whichever party is requiring the employee to appear. This time is not considered time worked for the purpose of computing overtime compensation.
- E. Any action resulting in the filing of a grievance shall be processed according to the procedure in effect at the time of the filing of the grievance as provided by the Merit System Ordinance, other than terminations which will be processed in accordance with Subsection K of this agreement.
- F. An officer or steward will be allowed reasonable time off with pay to represent an employee during a pre-determination or grievance hearing.
- G. The resolution or appeal of any grievance, which cannot be resolved at the department level, will be conducted exclusively through the Office of Employee Relations. Grievances at all levels will be scheduled in a timely manner. Should problems arise regarding the timeliness of the hearing, the parties will meet to discuss the timeliness of scheduling hearings.
- H. The Union President and the Office of Employee Relations will meet as necessary to review the disciplinary actions, pending grievances, and other matters of mutual concern in an attempt to resolve these problems informally.
- I. In lieu of scheduling a pre-determination hearing, an employee and his/her department director may agree in writing to attempt to resolve a disciplinary action through mediation, as coordinated through the City Legal Department. Discipline will be resolved and concluded by mutual agreement.
- J. Information regarding the Grievance Procedure and Merit System Ordinance may be obtained through the Office of Employee Relations or from a Union representative.
- K. If the Union is not satisfied with the CAO's written disposition regarding a termination, the grievance may be submitted to final and binding arbitration by the Union but not by the individual grievant within fifteen (15) working days after receipt of the written response by the CAO.

Within fifteen (15) working days of the written demand for arbitration, the Union shall make a request for a panel of seven (7) arbitrators from the Federal Mediation and Conciliation Service (FMCS) unless the parties by such time agree upon an arbitrator.

Within fifteen (15) working days after receipt of a list of arbitrators, the parties shall confer to select the arbitrator. The Union and the City alternately eliminating names shall make the selection. The last name remaining shall be the arbitrator. The parties shall flip a coin to determine who shall strike the first name. If either party fails or refuses to strike a name from the list, the other party may request that the FMCS unilaterally appoint an arbitrator to hear the matter. Once an arbitrator is either selected by the parties or appointed by the FMCS, the arbitrator shall have full jurisdiction.

The decision of the arbitrator shall be based upon the facts established by the testimony and documents presented in the case. The arbitrator shall no power to add to, subtract from, alter or modify any of the terms of this Agreement, but may give appropriate interpretation or application to such terms and apply appropriate relief. The arbitrator shall not have authority to make an award which includes a fine or other punitive damages or an award of attorney's fees. Each party shall pay one-half (1/2) of the arbitrator's fees and expenses. The arbitrator's decision shall be final and binding upon the parties subject to the laws of the State of New Mexico. In arbitrations challenging a disciplinary action, the City shall have the initial burden of proof. If the Union initiates a suitable agreement before arbitration, and the City declines the offer, the City will pay the full cost of the arbitration if the City loses the case. If the arbitrator orders reinstatement of the

employee, the arbitrator's back pay award shall be limited to pay and benefits for time lost less any compensation the employee earned after the termination.

SECTION 30. SENIORITY

- A. Seniority for the purpose of this Agreement unless otherwise specifically provided for in other sections of this agreement will be defined as follows:
1. Continuous service with the City means length of service as a full-time permanent employee with the employee's current Department by classification within the work unit
 2. Each department will maintain two separate seniority lists; one for full-time permanent employees and another for part-time permanent employees. If an employee transfers from one employment status to another, the employee will move to the bottom of the seniority list.
 3. Continuous service will not be interrupted if the employee was on an approved leave of absence.
- B. Seniority for each employment status, full-time or part-time, will be separate and used for shift-days off and Scheduling preference for vacations or holidays.
- C. Work units seniority rosters will be posted by classification and employment status (full-time permanent and part-time permanent) in the work unit. Seniority rosters will be updated at least semi-annually with a copy provided to the Union President or his/her designee.
- D. Ties in seniority will be broken by drawing lots in the presence of a Union and Management representative.
- E. The parties agree to meet to resolve issues of shift preference, overtime, and holiday, seniority, caused by the forced transfer of an employee due to job abolishment, to be completed prior to the actual transfer date.
- F. Employees involuntarily transferred to a new work unit due to reorganization shall retain all seniority rights previously accrued within the employee's classification within the bargaining unit.
- G. In the instance of two or more non-probationary employees hired on the same day in the same department, the employee that has more city seniority will receive the higher department seniority rights.

SECTION 31. BIDDING AND VACANCY ADVERTISEMENTS

- A. Any employee who believes he or she meets the qualifications to fill an advertised permanent vacancy may apply for it by contacting the Human Resources Department prior to the expiration date of the circular. Employees are not required to inform their supervisors that they have bid on a circular. An employee that has been informed that he/she has been selected for an interview must immediately notify his/her supervisor to make arrangements for coverage during his/her absence. Employees who fail to comply with this requirement may not be granted paid absence from their work site for the interviews.
- B. City-wide vacancy circulars and addendum's will be available to the President of the Union and to the listed Stewards as provided to the Human Resources Department and such material may be posted on the Union's bulletin boards.
- C. Bid notice, except for continuing advertisements, shall state the position, classification, duties, shift assignment, work location and rate of pay. The shift assignment may change as a result of the exercise of shift preference.
- D. Vacancies will be posted for 5 days within the division and the department. Qualified divisional employees will be given consideration. The intent of this process is to give serious consideration to enhance career advancement opportunities to the best-qualified employees from the division first.
- E. Employees who apply for an advertised position, but do not meet the qualifications will be notified in a timely manner by the Human Resources Department. Any employee interviewed for a position, and not selected, will be notified in writing within fifteen (15) working days.
- F. Upon request of the Union President he/she, the Director of Human Resources and the Director of the Office of Employee Relations will meet on a quarterly basis to review and discuss problems with the promotional process.

- G. At the discretion of the Department Director, late bids may be accepted on divisional and departmental advertisements to accommodate employees not receiving notice of vacancies in a timely manner.

SECTION 32. QUALIFICATIONS FOR PROMOTION

- A. Selection for interview, promotion and transfer is made on the basis of education, experience, training, skills, other abilities, and job performance. When this criteria is equal, seniority will be the deciding factor.
- B. Qualified bargaining unit employees within the division and department will be given first consideration when a vacancy occurs.

SECTION 33. OFFICIAL JOB DESCRIPTION

- A. The official job description of any position within this bargaining unit shall be maintained by the Human Resources Department. The official job description of any position may be reviewed by the Union or the employee for his/her given position at any time. Any changes or revisions in the official job descriptions will be provided to all affected employees in a timely manner. A copy of the official job description of any bargaining unit position, which is the subject of a grievance, will be provided to the Union President/designee.
- B. It is recognized that job descriptions generally describe jobs performed within the City but do not precisely define each specific task an employee may be required to perform as related to the employee's job description.
- C. The City will provide the Union President/designee all proposals of job description changes with a reasonable amount of time for review and input.
- D. Upon receipt of proposed or actual changes in an employee's job description, the Union may provide input and/or recommend effective alternatives through the Employee Relations Department.
- E. Employees will not be required to perform duties outside their classification as a regular assignment. The Union may bring complaints for working outside classification to the Office Employee Relations for resolution. Employees working in a higher classification will be compensated as provided for in Section 38 of this Agreement. Lead employees may oversee and coordinate the work of other bargaining unit members, but shall not have the authority to hire, terminate, discipline, transfer or lay off other employees.

SECTION 34. TEMPORARY UPGRADE

- A. The City may temporarily assign an employee to perform the duties of another position if the employee is qualified to temporarily assume the duties of the assignment. Upgrade assignments shall be rotated within the work unit among qualified personnel as equitably as possible.
- B. The upgrade pay will be as follows:
1. Any employee assigned by management who temporarily performs all of the duties and assumes all the responsibilities of a position within the White Collar bargaining unit graded higher than the one he/she holds will receive a 2% increase per grade increase.
 2. Temporary upgrades to Management positions shall be compensated in accordance with the City Personnel Rules and Regulations and/or Administrative Instruction #7-28
- C. The City will discourage frequent assignment of employees below their regular classification and shall not lower a person's pay if he/she is temporarily assigned the duties of a lower classification.

SECTION 35. RE-EVALUATION-AND RE-CLASSIFICATION

The City will not engage in reclassification actions, the result of which would be to remove classifications from the bargaining unit to classifications outside the bargaining unit without first giving notice and providing input from the Union. If any disputes exist as to the exclusion of a re-evaluated or reclassified position from the bargaining unit, the parties shall submit their respective positions to the City Labor/Management Relations Board for final decision. This is not intended to apply to or prohibit the updating or modification of job descriptions that exist and continue to remain in this bargaining unit. The parties agree that Section 3-2-5 and 3-2-15 of the Labor- Management Relations Ordinance applies to classification of bargaining unit employees.

SECTION 36. EDUCATIONAL OPPORTUNITIES

- A. Employees are encouraged to pursue job related educational opportunities under the City's educational assistance program.
- B. The conditions of Educational Leave will be administered according to the Personnel Rules and Regulations, Section 502.2 or as amended.

SECTION 37. SAFETY PROGRAM

The City and Union agree within forty-five days of the signing of this contract, to form a committee to review, initiate, and monitor safety procedures, policies, and practices within this bargaining unit. This committee will:

1. Evaluate previous bargaining unit injuries to determine priorities for remedial action.
2. Focus the efforts of the City Loss Prevention Division for providing a safer workplace for White Collar employees.
3. Conduct surveys in the work site to help establish new safety initiatives.
4. Develop safety awareness among employees and management. This committee shall have equal representation selected by the City and the Union.
5. The committee will not initiate or recommend disciplinary actions.

SECTION 38. STORAGE OF CITY EQUIPMENT

Storage will be provided by the City for City equipment.

SECTION 39. AMBULANCE SERVICE

Ambulance service, when required, shall be requested immediately to take on-duty injured employees to an Albuquerque hospital.

SECTION 40. NOMINATIONS AND ELECTIONS

- A. The City agrees to notify the Union President or designee and all City employees in the bargaining unit of nominations, elections or appointments of individuals to the Personnel Board, Labor-Management Relations Board, Substance Abuse Policy Review and Appeals Board and other committees that may be formed within the life of this contract.
- B. Furthermore, the City agrees to allow the Union to serve as official observer of the elections and the tabulation of the election results.

SECTION 41. MEDICAL AND DENTAL

- A. The City has voluntary group hospitalization insurance plans for its employees. The employee must pay 20% of the cost for himself/herself, or the employee's dependents if the employee elects to participate in one of the plans. The City will pay the remaining 80%.
- B. The City will pay 80% of the dental premium option selected by the employee and the employee will pay 20%.

SECTION 42. LABOR-MANAGEMENT MEETINGS

- A. The City or Union may request meetings as needed to prevent, clarify or resolve a problem. Such meetings shall be for the purpose of administering this Agreement. The Union agrees that such activities may not interfere with the operational requirements of the department.
- B. The Union and the City shall conduct Labor/Management meetings at a mutually agreed time and place.
- C. Labor / Management meetings will include at least two (2) Union representatives. Additional union attendees will be mutually agreement upon by City and Union.
- D. Union officers and stewards shall have reasonable access to the premises of the City department after receiving prior approval from the supervisor in charge. Prior approval shall not be unreasonably denied. Such visitations shall be for the purpose of administering this Agreement. The Union agrees that such activities may not interfere with the operational requirements of the department. The department will designate a meeting place or provide a representative to accompany a Union official or staff representative where significant security requirements exist. Union officers and/or stewards may request meetings as needed to prevent, clarify or resolve a problem.

SECTION 43. SHIFT-DAYS OFF BID

- A. Employees will be given the opportunity to bid semi-annually on shift or days off in work units where shift work exists. A Union representative will be present to assist with the bid. It is the responsibility of the union to have a representative present. The bidding process will not be delayed because of a Union representative not being present. There will be a full-time bidding roster for full-time positions and a part-time bidding roster for part-time positions in work units where this applies.
- B. Bidding for shift or days off will commence during the first ten (10) calendar days of the months of January and July. The new bid assignment will then take place at the start of the next full pay period. Management will provide to the Union President or designee a copy of the new shifts or days off assignments to be offered one (1) week prior to the bid. Seniority as defined in Section 30 A, of this Contract will be used for the purpose of bidding for shifts or days off. Employees who change shifts as a result of a bid must re-submit any scheduled vacation for review and approval within the new shift assignment.
- C. When a vacancy on shifts or days off are to be filled, reasonable efforts will be made to ensure that it is filled in an expeditious manner. The initial vacancy will be offered and filled by order of seniority; the second vacancy created by this process will be offered and filled by order of seniority; the third vacancy created by this process may be filled at management's discretion for the duration of the current bid, only. Should no one bid for these vacancies reassignments will be made in a reverse order of seniority.
- D. Permanent full-time employees may only bid for full-time position and permanent part-time employees may only bid for part-time positions.
- E. The Union President may appoint an employee from each department to provide input into the development and operation of the bidding process.
- F. A supervisor may permit employees to mutually agree to exchange bidded slots for hardship reasons. The City and the Union must agree.
- G. Bidding roster for interim vacancies will be posted for five (5) working days within the work unit and will be filled on seniority bases (Section 43 C). The implementation of the results of this bid selection may only be delayed due to staffing requirements until the vacant position is filled.

SECTION 44. DRESS CODE

- A. All members of this bargaining unit shall be required to abide by reasonable and appropriate dress standards, as determined by management, based upon the requirements of the job.
- B. If any changes in the dress code are necessary in a work unit, the employee affected will be allowed the opportunity to provide input prior to any changes being made.

SECTION 45. WAGES

A. Pay Plan

Phase III of the Anderson Study will be implemented on the first full pay period in July 2002, effective June 29, 2002

Phase IV of the Anderson Study will be implemented on the first full pay period in July 2003, effective July 12, 2003.

B. Longevity Pay.

Longevity pay will be paid as follows:

5 years + 1 mo. to 8 years of continuous service	\$27.69/pay period
8 years + 1 mo. to 10 years of continuous service	\$43.85/pay period
10 years + 1 mo. to 12 years of continuous service	\$55.38/pay period
12 years + 1 mo. to 15 years of continuous service	\$60.00/pay period
15 years + 1 mo. to 17 years of continuous service	\$66.92/pay period
17 years + 1 mo. To 20 years of continuous service	\$69.23/pay period
Over 20 years of continuous service	\$78.46/pay period

C. Super Longevity:

Effective August 30, 1997, those employees who have been in a top step of his/her grade for 1 year (365 days) will receive \$25.00 per pay period. Once Super Longevity is received, and the employee does not leave the bargaining unit, Super Longevity will not be lost through promotion within the clerical (White Collar) bargaining unit.

D. Shift Differential Pay:

The Swing Shift differential pay shall be thirty-five cents per hour. The Graveyard Shift differential pay shall be forty-five cents per hour.

SECTION 46. SAVINGS CLAUSE

Should any part of this Agreement or any provision contained herein be declared invalid by any tribunal of competent jurisdiction, the validity of the remaining portions shall not be affected. Should this occur, the parties will immediately meet to negotiate a suitable provision to replace the provision held invalid.

SECTION 47. COMPENSATORY TIME

- A. Employees who are required to work overtime in excess of their normal 40-hour work week may choose one and one-half time payment or one and one-half time compensatory time. The employee must make this choice prior to working the overtime assignment.
- B. Employees will be allowed to accrue a maximum of 84 hours (56 hours at one and one-half time) of compensatory time. Approved compensatory time will be used on a first-in, first-out basis, with a maximum retention period of 365 days. Compensatory time not used within 365 days from the date it was accumulated will be paid at the employee's current

hourly-rate and will be deducted from their compensatory time accruals. For purposes of computing overtime, paid compensatory time is not considered as time worked.

- C. Employees who have compensatory time shall, upon termination of employment, be paid for the unused compensatory time at their current rate of pay if it cannot be scheduled and taken prior to the termination date.

SECTION 48. REIMBURSEMENT

- A. Mileage: Employees required to use their own vehicles in the performance of official City duties will be paid mileage reimbursement in accordance with State Law and City Policy.
- B. Uniforms: If a department requires employees to wear a uniform, the City will provide the uniforms or make other arrangements with uniform vendors to provide the uniforms. Employees currently receiving a uniform allowance will continue to receive it at the current rate, \$600 per year prorated on a biweekly basis, through the term of this agreement. It is understood by the employee that failure to comply with the uniform policy may result in disciplinary action.
- C. If an employee's eyeglasses, contact lenses or hearing aids are damaged as a direct consequence of performing his/her job duties and also are not due to the employee's negligence, the City will reimburse the employee at a reasonable cost.

SECTION 49. DRUG TESTING

- A. The City and the Union agree that establishing a drug free workplace is a priority that requires the cooperation of the parties. To that end, the parties will meet with the Substance Abuse Policy Review Board, Human Resources Department, Risk Management Division and the Legal Department to discuss problems and possible changes to the current testing procedures. The City will provide necessary training to employees regarding drug testing policies and procedures. The Union will be given the opportunity to provide input to improve the effectiveness of employee training efforts.
- B. The City will comply with all applicable Federal, State and City laws.

SECTION 50. WORKPLACE CONDUCT

The City and the Union mutually agree to comply with applicable City policy concerning workplace conduct. Employees shall not use insulting, abusive or offensive language toward the public or co-workers. Ethnic or sexist jokes, slurs and other comments or actions that might embarrass or offend others are prohibited. Employees shall not harass others by making sexual advances or by creating an intimidating or offensive working environment or by making false accusations regarding such conduct. Display of visual materials that may be sexually or racially offensive is also prohibited.

Other prohibited workplace behavior includes intimidation, verbal threats, physical assault, vandalism, arson, sabotage, the unauthorized display, possession or use of weapons in the workplace, jokes or comments regarding violent acts which are reasonably perceived to be a threat, or any other behavior reasonably perceived to be a threat of imminent harm against an employee or member of the general public.

SECTION 51. CERTIFICATION PROGRAMS

The City, Union and Office of Career Development agree to meet within 60 days to identify areas where a certification and training program may be implemented to benefit employee career advancement and the requirements of the City for productivity.

In accordance with this subsection, upon the identification of areas where certification and training are to be implemented, the City and the Union will meet and confer to ensure a positive and productive transition.

SECTION 52. CONTRACTING OUT

The City agrees to contract out bargaining unit positions only as necessary to meet staffing shortages. The Union will conduct an annual review of contracted positions commencing in January. The Union and the Office of Employee Relations will meet and confer where conflicts arise pertaining to contracted positions.

SECTION 53. ZIPPER CLAUSE

It is understood and agreed by and between the parties hereto agree that this agreement is the only existing agreement between the parties and that this agreement replaces any and all previous agreements.

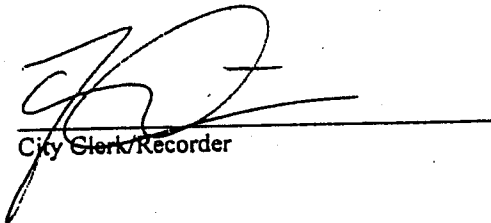
SECTION 54. TERM OF THE AGREEMENT

The terms and conditions of the agreement shall continue in full force and effect commencing at 12:01am on April 20, 2002 and terminate at 12:00 midnight on October 17, 2003.. Should neither party to this agreement request the opening of negotiations as provided in the Employee Relations Ordinance No. 67-1977, as amended, this agreement and the conditions herein shall continue in effect from year to year.

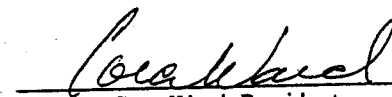
IN WITNESS WHEREOF, the parties have signed their names and affixed the signatures of their authorized representatives on this 16 day of June, 2002.

(SEAL)

ALBUQUERQUE CLERICAL AND
TECHNICAL EMPLOYEES

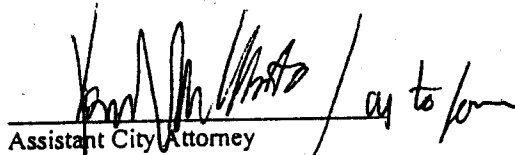


City Clerk/Recorder

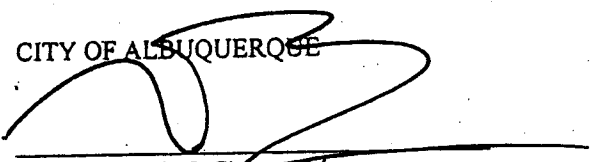


Cora Ward, President
AFSCME Local 2962

Form Reviewed By Legal Department



Assistant City Attorney

CITY OF ALBUQUERQUE


Martin J. Chavez, Mayor
City of Albuquerque